



புதுச்சேரி மாநில அரசிதழ்

La Gazette de L'État de Poudouchéry

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PART - I

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EXTRAORDINAIRE

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No. }	Puducherry	Friday	27th	February	2009

GOVERNMENT OF PUDUCHERRY
DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
(PERSONNEL WING)

(G.O. Ms. No. 22, dated 27th February 2009)

NOTIFICATION

The Lieutenant-Governor, Puducherry is pleased to approve "The Government of Puducherry Casual Labourers (Engagement and Regularisation) Scheme 2009" as appended to this order for implementation in the Union territory of Puducherry. It shall come into force with immediate effect.

(By order of the Lieutenant-Governor)

NAINI JAYASEELAN,
Chief Secretary to Government.

**PUDUCHERRY CASUAL LABOURERS (ENGAGEMENT AND
REGULARISATION) SCHEME, 2009**

(On the one hand having regard to the fact that casual labourers belong to weaker sections of the society, many of them belong to SC and OBC and disengagement of their services will cause undue hardship to them, while on the other hand, employment opportunities are to be provided to eligible youth entering the job market, it is, therefore, considered desirable to frame a scheme as a one-time measure)

This scheme shall be called “The Government of Puducherry Casual Labourers (Engagement and Regularization) Scheme, 2009” and shall come into effect from the date of its publication in the official gazette.

2. On and from the date of coming into force and operation of the scheme all the provisions of the government orders on the subject issued in the past shall stand superceded.

3. The scheme is applicable to all casual labourers, except those charged to specific works or schemes, working in departments of the Government of Puducherry and their attached subordinate offices, subject to their eligibility as per the provisions of this scheme.

4. The casual labourers who are under engagement for a period not less than 8 hours a day shall be termed as “full time casual labourers” and the casual labourers who are under engagement for a period less than 8 hours a day shall be termed as “part-time casual labourers”. All other designations e.g. daily wager, CLR etc., will be discontinued, from the date of notification of this scheme.

5. No casual labourer will be engaged for attending to work of a regular nature, for which a regular post exists or can be created.

6. Engagement of casual labourers may be done only for work which is of casual, seasonal or intermittent in nature or for work, which is not of a full time nature, or for which regular posts cannot be created.

7. There will be a complete ban on engagement of casual workers for performing duties of Group “C” posts.

8. No casual labourer will be engaged for work beyond 200 days in a year.

9. All instances of engagement of casual labourers shall be notified to the Employment Exchange, subject to the concurrence of the Finance Department and after taking the previous approval of the government whenever such engagement is decided to be of utmost necessity.

10. Remuneration of casual labourers will be debited to the contingent head of expenditure in the budget.

11. The list of full time as well as part-time casual labourers under engagement irrespective of the source of engagement on the date of notification of this scheme performing the functions of Sanitary Assistant, Sanitary Helper

and Watchman shall be prepared by the DP&AR. Similar list shall be prepared by all the departments in respect of the full time and part-time casual labourers under their engagement performing the functions of the respective departmental works. The draft list shall be published calling for objections if any, within a period of fifteen days and thereafter such a list will be finalized with the approval of the Lieutenant-Governor. Such final list hereinafter referred to as the "list" shall be published within 3 months from the date of notification of this scheme.

12. Wherever absorption is provided as a method of recruitment in the recruitment rules, the vacancies existing in the relevant post as on the date of notification of this scheme shall be filled up by absorption of eligible full time casual labourers from the list of the concerned department.

13. The full time casual labourers should possess the required qualification prescribed for the post under the relevant recruitment rules and should have been within the age limit at the time of their initial engagement. In the case of persons who do not possess the required educational qualification or who were not within the age limit on the date of their initial engagement, their cases will be examined on merit and orders of the competent authority shall be obtained for the purpose of relaxation of age and educational qualification.

14. Depending upon the requirement, not more than 25% of vacancies arising in future in the appropriate Group "D" posts (initial category) may be filled by absorption of full time casual labourers available in the list and not less than 75% of vacancies shall be filled by direct recruitment. The full time casual labourers shall also be considered by the competent selection committee along with open candidates provided the full time casual labourers possess the required educational qualification and if selected necessary age relaxation wherever required, shall be obtained from Lieutenant-Governor. Accordingly, recruitment rules for the said posts will be amended by the departments concerned within a period of 3 months.

15. Those full time casual workers available in the list who fail to get absorbed through regular selection process and the part-time casual labourers in the list may continue as such, depending upon the requirement of the department for such engagement.

16. On absorption of a full time casual labourer from the list, none shall be engaged as his successor since such a casual labour do not hold any post under the government. Violation of this provision shall be viewed very seriously and disciplinary action shall be taken against the officials violating these instructions. Further the officials who engage in violation of this provision shall meet personally all the expenses that may arise out of such engagement including payment of wages.

17. After absorption of full time casual labourers available in the list, a review should be conducted by the departments and if it is established that there is actual need to engage full time casual labourers, such fresh engagement

shall be made only with the approval of the government. But such engagement of full time casual labourers shall be only from among the part-time casual labourers available in the list as per their suitability and in the order of seniority maintained by the respective department.

18. No casual labourer, either full time or part-time, shall be recruited for work of a regular nature, for which posts in regular pay scales exist or can be created after the prescribed procedure of work study etc. No re-engagement of casual labourers, by whatever designation, can be done except in accordance with the provisions of this scheme. Violation of this provision constitutes a sufficient ground for making adverse entry in the Performance Appraisals/ Confidential Reports of the concerned officials, besides initiation of suitable disciplinary action against them.

19. In future, engagement of part-time casual labourers is strictly banned and all such part-time engagements should henceforth be outsourced.

20. This scheme shall not be applicable to personal staff of Ministers, M.L.A.'s and other Statutory Authorities, who were engaged on co-terminus basis.

21. The Department of Personnel and Administrative Reforms (Personnel Wing) will be the nodal department for the implementation of this scheme.

NAINI JAYASEELAN,
Chief Secretary to Government.
